

Healthy Cities Tutoring Inc

Executive Director / CEO

EIN 452543201

CA · NTEE B92

FY ending 2025-06-30

June 10, 2026

This analysis benchmarks the total compensation of **Georganne Morin, Executive Director / CEO** (\$133,900) against **every comparable organization** that fit the selection criteria — **38** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **87th** percentile of comparable organizations within the typical range

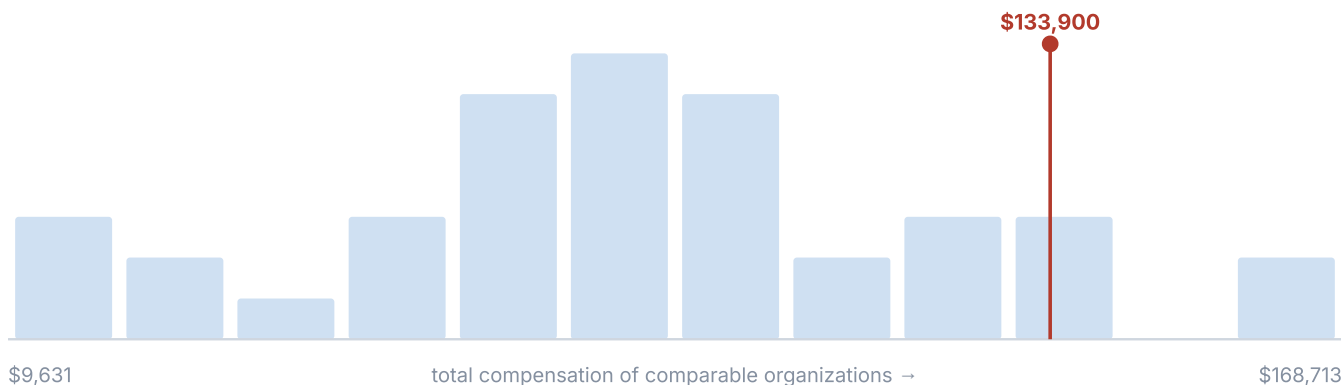
Benchmarked executive: Georganne Morin — reported title "Executive Dir.", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B92).
BUDGET	Total revenue between \$289,391 and \$647,890 — 0.67x to 1.50x the subject's \$431,927 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B92), nationwide + budget 0.67–1.5x revenue.

38 organizations qualified on sector, size, and geography → **38** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$32,257	\$66,350	\$83,933	\$105,786	\$138,338	\$133,900
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■ Comparable organizations

Each figure is Form 990 Part VII columns D + F (reportable pay plus other compensation and benefits; column F may include amounts from related organizations), normalized to CA cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Sit Stay Read Inc	IL	\$429,365	Executive Director	\$148,186	\$168,713	2025
The Max Warburg Courage Curriculum Inc	MA	\$435,351	Executive Director	\$128,694	\$137,471	2024
Steamboat Reading Inc	CO	\$440,415	Executive Dir.	\$83,213	\$94,849	2024
826 Msp	MN	\$450,319	Executive Director	\$41,166	\$49,781	2023
We Shall Read	MI	\$407,953	Executive Director	\$97,183	\$119,239	2024
The Diversity Initiative Inc	FL	\$456,581	President	\$16,000	\$17,407	2025
Dyslexia Reading Connection Inc	WI	\$402,730	Executive Dir.	\$56,640	\$70,316	2024
Smart Family Literacy Inc	TX	\$387,857	Executive Dir.	\$60,625	\$72,088	2024
Desiring Advancement Overseas Inc	TN	\$382,749	President	\$58,000	\$74,612	2023
Adult Learning Alliance Of Arkansas	AR	\$486,928	Executive Director	\$97,612	\$127,065	2025
Page 15 Inc	FL	\$490,721	Ceo	\$74,308	\$82,980	2024
Gaining Ground Inc	OK	\$366,413	Executive Director	\$57,634	\$77,667	2023
Danville Church And Community Tutorial Program	VA	\$501,567	Executive Director	\$75,000	\$88,624	2023
Maryland Reads Inc	MD	\$355,083	Executive Director	\$126,300	\$140,362	2024
Project Transformation Rio Texas	TX	\$510,949	Ceo	\$65,000	\$77,291	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Lifechange Community Service Inc	CA	\$347,084	Key Employee	\$22,917	\$23,523	2024
Every Child A Reader In Escambia Inc	FL	\$344,366	Executive Director	\$61,059	\$68,186	2024
New Hope Community Development Corporation Inc	NJ	\$523,532	Secretary-admin	\$83,957	\$86,810	2025
Main Street Scholars	CA	\$338,848	Executive Di	\$36,000	\$36,000	2025
Altrusa International Foundation Inc	IL	\$528,497	Executive Director	\$121,651	\$142,167	2024
Marguerite Kiefer Education Center Inc	CA	\$533,613	Executive Dir.	\$95,966	\$98,505	2024
Reading Is Essential For All People	GA	\$321,854	President	\$55,000	\$65,738	2024
Enlightenment Bookstore And	NY	\$319,531	Executive Di	\$62,789	\$69,437	2023
Family Literacy Network Inc	TX	\$309,744	Director	\$8,100	\$9,631	2024
Learning Is For Tomorrow Inc	MD	\$305,217	Executive Di	\$90,066	\$97,514	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA cost of living and 2025 dollars. Click any organization to verify the figure on ProPublica.

■ Methodology

Comparable organizations were drawn from electronically filed IRS Form 990 returns and matched on sector (NTEE code), budget (a size-adaptive revenue band that tightens as the organization grows), and geography (same-state first, broadening only when too few peers qualify); every organization within the band forms the peer set. To compare fairly across regions and years, peer compensation is normalized to CA cost of living (BEA Regional Price Parities, 2023) and to the subject's filing year (CPI-U). The figure benchmarked is Form 990 Part VII, Section A, columns D + F — reportable pay plus other compensation, benefits, and deferred amounts (column F may include amounts from related organizations) — with the chief executive matched by role. Related-organization amounts (column E) and institutional trustees are excluded. Full methodology: peerbasis.org/methodology.

■ Sample, role match & sensitivity

PEER COUNT	38 organizations. Compensation range \$9,631–\$168,713; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$431,927); for reference, expenses \$411,321 and assets \$324,130.
ROLE MATCH	Georganne Morin, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 1 peer fall outside 1.5× the interquartile range — consider whether any reflect one-time payments (severance, deferred-comp payouts).

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	87 th
Total compensation (D + F), as reported (no adjustments)	95 th
Reportable pay only (column D), adjusted	89 th
All sources (D + E + F), adjusted	87 th

If the percentile moves materially across these definitions, the result is sensitive to methodology choices, and the board should weigh which basis best fits its facts.

● Rebuttable presumption of reasonableness · 26 CFR 53.4958-6

Compensation paid by a tax-exempt organization is presumed reasonable — shifting the burden to the IRS — when three requirements are met. This report supplies the comparability data for the second. The board should record the following in its minutes *concurrently* with its decision:

Draft board minutes – executive compensation

1. The compensation of the Executive Director / CEO (Georganne Morin) was approved in advance by [the Board / Compensation Committee], composed of members with no conflict of interest with respect to the arrangement.
2. Prior to its determination, the authorized body obtained and relied upon appropriate comparability data, namely the PeerBasis Compensation Comparability Determination dated June 10, 2026, comparing compensation against 38 similarly situated organizations (Same NTEE sector (B92), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$133,900 is reasonable (approximately the 87th percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [__ for / __ against].

Sources: IRS Form 990 e-file data (apps.irs.gov); IRS Business Master File (NTEE classification). Every figure traces to an original public filing — click any organization above to verify it on ProPublica. PeerBasis is a service of Prismind Analytics; its [methodology is published](#), was commissioned for independent adversarial review, and discloses its own limitations. This report is comparability data to support a board's good-faith determination under IRC 4958; it is not legal or tax advice. Generated by PeerBasis on June 10, 2026.